Hardware
Company
Surrey

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
25 LOUISIANA AVE., N.W.

WASHINGTON 1, D.C.

May 22, 1961

TO: Teamster Local Unions Having Membership In Wholesale Hardware Companies

Dear Sir and Brother:

This study was prepared at the request of one of our local unions as a guide to current wages, hours and working conditions covering employees at wholesale hardware companies. In some instances, the agreements included in this study cover warehouse employees only; in other cases, drivers only; and in still others, both warehouse employees and drivers.

Only the major cities (and only where we were able to obtain current agreements) are included in this survey; the survey was not intended to include every Teamster agreement covering this type of work.

We hope that this survey will be helpful to our local unions in organizing and negotiating better contracts. Copies of these agreements are available upon request. Requests should be addressed to the Research Department, International Brotherhood of Teamsters, 25 Louisiana Ave., N.W., Washington 1, D. C.

Fraternally yours,

Abraham Weiss

Abraham Weiss
Economist

AW/lp
Encl.

WHOLESALE HARDWARE COMPANIES

WAGES, HOURS AND SELECTED WORKING CONDITIONS

IN TEAMSTER CONTRACTS

Research Department
International Brotherhood
of Teamsters
May, 1961

EASTERN CONFERENCE

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC	H & W	PENSION
Massachusetts Boston - #504	10/1/59 10/1/61	Decatur & Hopkins Co.	40 hrs. in 5 days between 8 AM & 5 PM, except Shipping Dept. 8 AM to 5 PM & 8:30 AM to 5:30 PM. 1½ over 8 or 40. 2 - 15 min. rest periods.	10	1 day vac. for ea. mo. (max. 10 days) less than 1 yr. 2 1 3 10 2 extra day's vac. for perfect attendance record in 1 yr.	Co. pays entire cost Blue Cross & Blue Shield for employee and family.	--

WAGE RATES

	(Weekly)	Effective 10/1/59	Effective 10/1/60
Truck Drivers		$94.80	$96.80
Receivers		87.00	89.00
Asst. Receivers		79.63	81.63
Shippers		89.00	91.00
Asst. Shipper		79.63	81.63
Counterman		80.63	82.63
Maintenance Man		79.63	81.63
Floormen *		80.63	82.63
Asst. Floormen		79.63	81.63
Elevator Oprs.		77.32	79.32
Purchasing Dept.	Stock Clerks	79.63	81.63
Packers **		77.32	79.32
Order Fillers A		77.32	79.32
Order Fillers B ***		78.82	80.82
Frt. Handlers & Warehousemen		77.32	79.32
Janitor		75.95	77.95
Multilith Opr.		79.63	81.63

* - An addtl. $2 p/wk. will be paid to the 6th flr. Floorman from 11/1 to 5/1 in ea. yr.

** - An addtl. $3 p/wk. will be paid to J. McNamara due to duties of closing and opening store -- on call 24 hrs. a day.

*** - Order Fillers who have worked regularly as Order Fillers for not less than 1 yr.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES
Massachusetts Fall River - #526	4/1/60 4/1/62	J. O. Neil Supply Co.	40 hrs., M-F, 8 AM starting time. 1½ over 40 & Sat. 2x - Hol.	9	1-1 2-4	8¢ p/hr.	--	Effective 4/1/60 4/1/61 Driver $1.75 $1.80 New Employees Same rate as reg. employees.
Worcester - #170	6/6/59 6/5/62	W. E. Aubuchon Co., Inc.	Warehousemen 9 hrs., 45 hrs., M-F, 7:30 AM starting time. 2 - 10 min. "lunch" pers. 1½ over 40. Drivers 8 hrs. Report for work no later than 7:30 AM.	8 plus 2 for warehouse empls. not permitted to work.	1-1 2-3 3-12	Co. pays entire cost of Blue Cross & Blue Shield. Co. provides life ins. & wkly. benefits.	--	Effective 6/6/59 6/6/60 6/6/61 Shippers & Receivers $2.00 $2.08 $2.16 Drivers 2.00 2.08 2.16 Warehousemen 1.90 1.98 2.06 New Warehousemen 1st 30 days 1.39 2nd 30 days 1.49 Thereafter Regular Rate Note: If cumulative wkly. hrs. for regular drivers in ea. contract yr. do not avg. 47, those receiving less than 47 receive equivalent as cash bonus.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES	12/1/59 Min.	12/1/59 Max.	Effective 12/1/60 Min.	Effective 12/1/60 Max.	12/1/61 Min.	12/1/61 Max.
New Jersey Newark - #945	12/1/59 11/30/62	Newark Specialty Co.	Warehouse 8 & 40 in 5 days, M-F. 1½ over 8 or 40 & Sat. 2x - Sun. 2x - Hol. 2 - 10 min. rest periods.	7 + 2 hrs. on Elec. Day & religious hol. if plant closed.	1 wk. 6 mos. 2 wks 18 mos.	Co. provides Blue Cross & Blue Shield for employee and family & $1000 life ins.	--	Checker	1.65	1.92	1.68	1.95	1.71	1.98
								Rec. Clerk	1.55	1.85	1.58	1.88	1.61	1.91
								Counter Clerk	1.55	1.82	1.58	1.85	1.61	1.88
								Order Filler A	1.50	1.82	1.53	1.85	1.56	1.88
								Order Filler B	1.30	1.70	1.33	1.73	1.36	1.76
								Warehouseman	1.30	1.60	1.33	1.63	1.36	1.66
Newark - #975	12/1/59 11/30/62*	Phoenix Hardware Co.	8 hrs., 5 days, M-F, 40 hrs. 1½ over 8 or 40 & Sat. 2x - Sun. 2x - Hol. 2 - 10 min. rest periods.	7 + 2 hrs. on Elec. Day + relig. hol. if plant closed.	1 wk. 6 mos 2 wks 18 mos	Co. pays for Blue Cross & Blue Shield for employee and family & $1000 life ins.	--	Truck Loader, Packer	1.25	1.65	1.28	1.68	1.31	1.71
								Order Filler B	1.30	1.75	1.33	1.78	1.36	1.81
								Shipping Clerk, Order Filler A	1.50	1.85	1.53	1.88	1.56	1.91
								Rec. Clerk, Counterman	1.55	1.92	1.58	1.95	1.61	1.98
								Asst. Foreman	1.90	2.05	1.93	2.08	1.96	2.11

* Reopener on anniversary date if cost-of-living shows increase.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
New York Albany - #294	6/22/60 6/21/63	Albany Hardware & Iron Co.	8 & 40 between 8 AM & 4:30 PM, M-F. 1½ over 8 & before or after reg. hrs. of work & Sat. 3x - Sun. 3x - Hol.	-	1-1 2-2	--	--
Watertown - #687	7/1/60 6/30/62	Thomas H. Bradley, Inc.	8, M-F. 1½ over 8 or 40 & Sat. (only if in excess of 40) 2x - Sun. 2½x - Hol.	6	1-1 2-3	$3 p/wk.	--

WAGE RATES

	6/22/60	Effective 6/22/61	6/22/62
Shipper, Receiver Driver, Warehouseman	$2.27	$2.32	$2.40
Checker-Packer, Asst. Warehouseman	2.22	2.27	2.35
Beginner	2.10	2.15	2.23
1st 3 mos.	1.60	1.65	1.73
2nd 3 mos.	1.70	1.75	1.83
3rd 3 mos.	1.80	1.85	1.93
4th 3 mos.	1.90	1.95	2.03
After 1 yr. not less than Checker-Packer rate			

	Effective 7/1/60	7/1/61
Warehouseman #1	$1.725	$1.80
Warehouseman #2	1.625	1.70
Warehouseman #3		
During 1st 30 days	1.375	1.45
During 31st thru 60th days	1.50	1.575

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES	P/Wk. (40 hrs. or less)
Pennsylvania Johnstown - #110	6/1/60 6/1/61	Swank Hardware Co.	40 hrs., 5 days, M-F (Iron Warehouse exempt from M-F) 1½ over 40 & Sat. 3x - Hol.	6 plus Vet. Day, if observed by merchants and stores closed.	1-1 2-2	$10.45 p/mo.	$3 p/wk. $4 p/wk. eff. 1/1/61	Drivers	$87.00
								Maintenance Men	88.00
								Helpers and Warehousemen	83.00
								Frt. Elevator Men	83.00
								Traffic Mgr.	95.00
								Appliance Service Man	87.00
								4th Floor	
								Checkers	83.00
								Shippers	83.00
								Warehouse - Males	74.00
								6th Floor	
								Upholsterers	83.00
								Warehousemen	83.00
								Finishers	93.00
								Cabinet Makers	93.00
								Carpet Layers and Outside Servicemen	93.00
								Cellar	
								Cellar Employee	61.00

									Effective 9/8/60	9/8/61	9/8/62
Pittsburgh - #636	9/8/60 7/1/63	American Hardware Supply Co.	8 & 40, M-F, 8 AM to 4:30 PM. 1½ over 8 or 40 & Sat. 2x - Sun. 2x - Hol. Shift: 2nd - 10¢; Intermediate - 5¢	7	Vacation: 1 wk. - 6 mos. 2 wks. - 1 yr. 2 wks. 1 day - 11 yrs. 2 wks. 2 days - 12 yrs. 2 wks. 3 days - 13 yrs. 2 wks. 4 days - 14 yrs. 3 wks. - 15 yrs.	$12 p/mo. (max.)	5¢ p/hr. (max.) Eff. 9/7/61 7½¢ p/hr. Eff. 9/7/62 10¢ p/hr.	Laborers	$2.03½	$2.12	$2.20½
								Packers	2.14½	2.23	2.31½
								Order Clerks	2.30½	2.37	2.43½
								Receiver/Checkers	2.35½	2.42	2.48½

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES	Effective 4/1/60	Effective 4/1/61	Effective 4/1/62
Pennsylvania Pittsburgh - #636	4/1/60 3/31/63	Associated Hardware Supply Co.	40 hrs., no work schedule before 7 AM or after 6 PM unless mutually agreed upon. 1½ over 8 or 40. 2x - Sun. 2x - Hol.	6* + Vet. Day for ex-Svc. Men	See Below	--	Eff. 10/1/60 $2 p/wk. Eff. 4/1/61 $3 p/wk. Eff 4/1/62 $4 p/wk.	Shipper	$2.49	$2.54	$2.615
								Warehouseman	2.165	2.215	2.29
								Warehouse Helpers			
								Start	1.915	1.965	2.04
								6 mos.	1.965	2.015	2.09
								12 mos.	2.015	2.065	2.14
								24 mos.	2.165	2.215	2.29
Pittsburgh - #636	6/30/60 6/30/61	Samuel McKnight Hardware Co.	40 hrs. 1½ over 8, M-F, & Sat. 2x - Sun. 2x - Hol.	7½	1-1 2-2	$10.75 p/mo.	--				
								Warehouseman	Eff. 6/30/60		
								Start	$1.70		
								6 mos.	1.80		
								12 mos.	1.90		

Vacation

Less than 1 yr. - 1 day's vac. for ea. 2 mos.
1 yr. - 1 wk.
2-3 yrs. - 1 wk. plus 1 day for ea. 2 mos. over 2 yrs.
3 yrs. - 2 wks.
14 yrs. - 2 wks. plus 1 day for ea. 2 mos. over 14 yrs.
15 yrs. - 3 wks.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES	
Pittsburgh - #636	2/1/60 2/1/61	Logan & Gregg Hardware Co.	40 hrs., 8 AM to 5 PM. 1½ over 8, Sat. 2x - Sun. 2x - Hol.	9	1-1 2-2 3-15	Life Ins. plan continued.	--		Eff. 2/1/60
								Order Clerks	
								Start	$1.825
								3 mos.	1.925
								6 mos.	2.025
								Passenger Elevator	
								Start	1.825
								3 mos.	1.905
								6 mos.	1.985
								Freight Elevator	2.075
								Packers	2.215
								Floormen	2.215
								Utility	2.215
								Special Jobs	2.135 to 2.375
								Assistant Foreman	2.395
Pittsburgh - #636	7/1/60 6/30/63	J. A. Williams Co. (Service Dept.)	8 & 40 in 5 days, M-F, 8:15 AM to 5:00 P.M. 1½ over 8 & before or after daily work sched. & Sat. 2x - Sun. 2½x - Hol. Shift: 10¢	7 + other hol. when co. closed	1-1 2-2 3-11	$8.67 p/mo.	Eff. 10/1/60 co. to institute plan similar to Western Pa. IBT & Employers Pens. Plan.		Eff. 7/1/60
								Group I	
								Benchman	$2.70
								Serviceman	2.60
								Apprentice Serviceman	2.40
								Group II	
								Sr. Counterman	2.50
								Jr. Counterman	2.35
								Apprentice Counterman	2.20
								Eff. 7/1/60 - 10¢ p/hr. increase Eff. 7/1/61 - 7½¢ p/hr. increase Eff. 7/1/62 - 7½¢ p/hr. increase	

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES	Eff. 7/1/60
Pennsylvania Pittsburgh - #636	7/1/60 6/30/63	J. A. Williams Co.	5 - 8 hr. days, 40 hrs., M-F, from 8 AM to 4:30 PM. 1½ over 8 & before or after daily work sched. & Sat. 2x - Sun. 2½x - Hol. Shift: 10¢	7 + other hol. when co. closed	1-1 2-2 3-11	$8.67 p/mo	Eff. 10/1/60 co. to institute pens. plan similar to Western Pa. IBT&Employers Pens. Plan		
								Group I (Non-Promotional)	
								Sec. A	
								Scale Attendant	$1.99
								Elevator Operator	1.99
								D/S Checker	2.36½
								D/S Clerk	2.14
								D/S Typist	1.99
								Porter	1.99
								Sec. B	
								Maintenance	
								Assistant	2.36½ 2.26½
								Group II	
								Receivers' Hlprs. & Stockmen	2.09
								Group III	
								Packers and Sorters	2.12½
								Group IV	
								Sec. A	
								Jr. Order Makers 1st 254 days worked	2.15½
								Sec. B	
								Jr. Order Makers Next 381 days worked	2.21½
								Group V	
								Sr. Order Makers	2.26
								Group VI	
								Shippers, Receivers, Checkers	2.36½

Eff. 7/1/60 - 10¢ p/hr. increase
Eff. 7/1/61 - 7½¢ p/hr. increase
Eff. 7/1/62 - 7½¢ p/hr. increase

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES
West Virginia Charleston - #175	6/27/60 6/26/61	Charleston Hardware Co.	47 hrs. from 7 AM to 5 PM, M-F. 1 hr. lunch M; ½ hr. lunch remaining 4 days. 1½ over 8 or 40 & Sat. 2x - Sun.	6	Eff. 1/1/61 2-1 3-15	--	--	Individual Contract Rates Shipping Clerk: $1.63½ ** Order Filler: 1.27½ * - 1.43½ - 1.48½ 1.63½ - 1.72½** Light Truck Driver: 1.37½ Hvy. Truck Driver: 1.27½ - 1.42½ - 1.47½ Freight Handler: 1.48½ Receiving Clerk: 1.63½ Maintenance Man: 1.53½ * - Employees laid off and recalled for temporary work. ** - Due to age, employees were not eligible for pension plan and so compensated by upward adjustment of hrly. rates.
Charleston - $175 (Parkersburg)	7/13/59 7/12/62	W. H. Smith Hardware Co.	8 hrs., M-F, 4 hrs. Sat. 1½ over 40. 2x - Sun. 2x - Hol.	6	1-1 2-3	Co. continues to pay for ins. plan.	--	7/13/59 / 7/12/60 / 7/12/61 Over-the-Road Drivers: $1.61 / $1.66 / $1.70 City Drivers, Freight & Misc. Deliveries: 1.52 / 1.57 / 1.61 City Drivers, General Del. (Small Trucks): 1.47 / 1.52 / 1.56 Store Shipping Dept. & Store Rec. Dept.: 1.52 / 1.57 / 1.61 Store Shipping Dept. Hlpr., Rec. Dept. Hlpr. & Warehouse Empls.: 1.43 / 1.48 / 1.52 New Employees 1st 90 days: 15¢ p/hr. less

CENTRAL CONFERENCE

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
Illinois Chicago - #743	3/1/59 2/28/62	Sterling Bolt Co.	40, M-F. 1½ over 8 or 40, & Sat. 2x - Sun. 2x - Hol.	7	1-1 2-2 3-12 4-25 Rec. vac. pay of 1/12th of 40 S.T. hrs. for ea. full mo. of svc. - 6 mos.	Plan now in effect.	Co. Plan

WAGE RATES

	3/1/59	Effective 3/1/60	3/1/61
Group I Order Pickers, Packers, Etc.			
Start	$1.925	$1.995	$2.065
2 mos.	2.035	2.105	2.175
4 mos.	2.145	2.215	2.285
6 mos.	2.253	2.323	2.393
Group II Janitors, Porters, Etc.			
Start	1.825	1.895	1.965
2 mos.	1.905	1.975	2.045
4 mos.	1.985	2.055	2.125
6 mos.	2.075	2.145	2.215
Group III Light Unskilled Labor (Female)			
Start	1.775	1.845	1.915
2 mos.	1.825	1.895	1.965
4 mos.	1.875	1.925	1.995
6 mos.	1.925	1.995	2.065

Semi-annual cost-of-living adjustments based on Chicago C.P.I. from base of 127.2 at rate of 1¢ for each 0.55 point change.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES
Illinois Decatur - #279	6/1/60 6/1/61	Morehouse & Wells	8 & 40, M-F. 1½ over 8 or 40 & Sat. & before or after reg. sched. hrs. 2x - Sun. 3x - Hol.	6 + 1 hr. on Elec. Day for voting	½ - 3 mos. 1 - 6 mos. 1½ - 9 mos. 2 - 1 yr. 3 - 12 yrs.	$2.50 p/wk.	--	Eff. 6/1/60 Truck Drivers, Shipping Clerks, Order Fillers $1.84½ Receiving Clerk & Warehouseman 1.79½ Foreman 10¢ p/hr. above reg. rate Wkly. Guar.: 42 hrs. (incl. 2 hrs. @ 1½)
Joliet - #179	9/29/60 9/30/62	Barrett Hardware Co.	8 hrs., M-F, 7:30 AM - 4 PM 1½ over 8 or 40 1½ - Sun. 2½ - Hol.	6½	2-1	$3.50 p/wk.	--	Eff. 9/29/60 Drivers $2.47 Wkly. Guar.: 40 hrs. Profit Sharing Plan

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES	Eff. 11/2/60
Indiana Ft. Wayne - #414	11/2/60 11/2/61*	Mossman Yarnell Co.	40 hrs. 1½ over 8 or 40 2x - Sun. 3x - Hol.	6 + Arm. Day if universally observed as legal hol.	1-1 2-3 3-12 4-20	Co. plan cont.	--	Truck Drivers 1st 30 days Thereafter Truck Helpers	$2.32 2.42 2.32
Iowa Ottumwa - #147	3/1/60 12/31/62*	Harper & McIntire Co.	8 & 40, M-F. 1½ over 8 or 40 & Sat. 1½ - Sun. 2½ - Hol.	7	1-1 2-3	$2.50 p/wk. Eff. 2/10/61 $3 p/wk.	--		

* Reopening on wages and hours in event of war, emergency or controls.

* Results of wage reopener after 12/31/60 are shown.

	3/1/60	Effective 1/3/61	1/1/62	7/1/62
All Employees*				
1st 60 days	$1.60	$1.63	$1.65	$1.67
2nd 60 days	1.75	1.78	1.80	1.82
120 days	1.85	1.88	1.90	1.92
9 mos.	1.90	1.93	1.95	1.97

* - Includes all warehouse employees, including working foremen, receiving clerks, shipping clerks, checkers, truck drivers and helper employees.

Wkly. Guar. - 40 hrs.

WHOLESALE HARDWARE COMPANIES - WAGES, HO

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.
Michigan				
Detroit - #299	2/29/60	Detroit Nut &	8 & 40, M-F	7
	2/28/63*	Bolt Co	1½ over 8 or 40 & Sat	
			2x - Sun.	

* - Reopening on wages and hours in event of war, emergency or controls.

PAID VAC.	H & W	PENSION	WAGE RATES	Effective *2/29/60	3/1/61	3/1/62
1-1	$2.50	--	--			
2-2	p/wk					
3-10	Eff 2/1/61, (increased to same amt. as Central States O-T-R Motor Frt. agmt.)		Warehousemen			
			Start	$1.95½	$2.03½	$2.13½
			30 Days	2.02	2.10	2.20
			90 Days	2.07	2.15	2.25
			6 Mos.	2.12	2.20	2.30
			After 1 Yr.	2.17	2.25	2.35
			Order Fillers (Promoted from Warehousemen)			
			Regular	2.29½	2.37½	2.47½
			**Government	2.34½	2.42½	2.52½
			Order Filler Leaders			
			Regular	2.39½	2.47½	2.57½
			**Government	2.44½	2.52½	2.62½
			Present Female Sorters & Box Makers			
			1 Yr. or More	1.79½	1.87½	1.97½
			Female Packagers			
			Start	1.63	1.71	1.81
			30 Days	1.68	1.76	1.86
			6 Mos.	1.73	1.81	1.91
			Dispatcher	2.58	2.66	2.76
			Janitors	1.88	1.96	2.06

Truck Drivers - Drivers of trucks shall be covered under the Detroit Cartage Agmt.

Semi-Annual Cost-of-Living Adjustment from 125.4 (1¢ for ea. 0.5 and 0.6 point change)

* - Includes 5¢ cost-of-living.

** - Order Fillers on Govt. jobs will be grented 5¢ abv. other Order Fillers, provided they work the greatest part of their shift on Govt. order filling (which would be 4 hrs. and 1 min.).

WHOLESALE HARDWARE COMPANIES - WAGES

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS
Michigan Escanaba - #328	1/1/59 12/31/61*	Morley Murphy Co.	8 & 40, M-F 8 AM to 5 PM Janitor 1 PM to 9 PM.

* - Monetary items reopenable 1/1/61.
Reopening on wages and hrs. in event of war, emergency or controls.

NOTE: No reopening held on 1/1/61.

1½ over 8 or 40 & Sat.
2x - Sun.
3x - Hol.

PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES	Effective 1/1/59	1/1/60	1/1/61
6	1-1 2-3	$3 p/wk. eff. 3/1/59	--	Warehouse & Head Stock Clerk	$2.00	$2.05	$2.10
				Packers, Parcel Post Clerk, Stock Clerk	1.87	1.92	1.97
				Order Runners, Frt. Billing Clerk, Double Checkers	1.92	1.97	2.02
				Inventory Clerk	1.99	2.04	2.09
				Shipping Dept. Foreman, Warehouse Foreman and Head Rec. Clerk	2.14	2.19	2.24
				Janitor	1.87	1.92	1.97
				Price Clerks	2.17	2.22	2.27
				Stenographers, Typists, Switchboard Opr., Billing & Posting Clerks	1.70	1.75	1.80
				Billing Dept. Sr. Clerk	1.77	1.82	1.87
				Posting " " "	1.79	1.84	1.89
				Counterman	2.11	2.16	2.21
				Rec. Records & Ext. Clerk	1.92	1.97	2.02
				Sales Analysis	1.87	1.92	1.97
				New Employees 1st 60 days	10¢ p/hr. less		

Semi-annual cost-of-living adjustments (base of 124.2) at rate of 1¢ for each .55 point change in C.P.I.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES
Michigan Grand Rapids - #406	9/29/58 9/28/61	Genesee Warehouse Service Co.	8 & 40 in 5 cons. days. 1½ over 8 or 40 & Sat. 2x - Sun. 2x - Hol.	6	1-1 2-2 3-12 Employees hired after 9/29/58 2-3	$3 p/wk.	$2 p/wk.	

	Effective 9/29/58	9/29/59	9/29/60
Shipping & Receiving	$2.20	$2.30	$2.40
Warehouse	2.05	2.15	2.25
Drivers	2.25	2.35	2.45

Reopening on wages and hrs. in event of war, emergency or controls.

Semi-annual cost-of-living adjustments (base - 123.8) at rate of 1¢ for each alternating 0.5 and 0.6 point change in C.P.I.

Wkly. Guar. - 40 hrs.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
Minnesota Duluth - #346	7/1/57 7/1/61*	Kelley-How-Thomson Co.	8 & 40* in 5 cons. days, 8 AM to 5 PM, M-F. ½ over 8 or 40 & before or after reg. sched. work-day. 2x - Sun. 3x - Hol. * - 2 - 15 min. rest periods.	6	See Below	Co. offers Marshall Wells Plan. If not, IBT Plan.	Co. offers Marshall Wells Plan. If not, Central States Pens. Plan.

* Employer may reopen sen. clause on 60 days' notice.

Vacation

½ day vac. p/mo. worked (not to exceed 40 hrs. pay) - 1 yr.
1 day's vac. p/mo. worked (not to exceed 80 hrs. pay) - 3 yrs.
1½ day's vac. p/mo worked (not to exceed 120 hrs. pay) - 12 yrs. (eff. 1/1/58)
2 day's vac. p/mo. worked (not to exceed 160 hrs. pay) - 20 yrs. (eff. 1/1/59)

Annual cost-of-living adjustments, (base - 123.8) eff. 7/1/59 at rate of 1¢ for each alternating 0.5 and 0.6 point change in C.P.I.

If work week reduced by governmental act, rates of pay increased to maintain wkly. pay.

Wkly. Guar. - 40 hrs.

WAGE RATES

	Effective 7/1/58	7/1/59	7/1/60
FEMALE			
Warehouse Clerical			
1st 90 days	$1.745	$1.815	$1.885
2nd 90 days	1.795	1.865	1.935
Thereafter	1.895	1.965	2.035
Shelf Goods, Order Clerks & Stock Counters			
1st 90 days	1.85	1.92	1.99
2nd 90 days	1.95	2.02	2.09
Thereafter	2.05	2.12	2.19
MALE			
New Employees (except Janitors)			
1st 90 days	2.02	2.09	2.16
2nd 90 days	2.06	2.13	2.20
Thereafter	Regular Rate		
Warehousemen	2.12	2.19	2.26
Packers, Order Checkers, Bin Fillers, Stock Counters, Order Fillers, Frt. & Service Ele. Oprs., Frt. Checkers and Maint. Men	2.17	2.24	2.31
Order Starters, Assembly Head, Carpenters, Head Stockmen, Return Goods Clerk	2.22	2.29	2.36
Rec. Clerk, Shipping Clerk	2.24	2.31	2.38
Janitors (Warehouse)	2.12	2.19	2.26
Janitress (")	1.87	1.94	2.01
Lift Truck Oprs.	2.205	2.275	2.345
Crane Opr.-Shopman	2.195	2.265	2.335
Service Men	2.31	2.38	2.45
Asst. Service Men	2.17	2.24	2.31
Electricians, Working Foreman	2.31	2.38	2.45

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES
Minnesota Minneapolis - #359	6/1/60 5/31/61	George A. Clark & Son, Inc.	40 hrs., M-F. Should employer institute 44-hr. wk., M-F, rates of pay reduced 3¢ p/hr. 1½ over 8 or 40. 2x - Sun. 2x - Hol.	6½	2-1 3-10	--	--	Working Foreman $2.48 Car Crew & General Warehouseman 2.36 Order Fillers 2.36 Shipping & Receiving Clerk 2.43 Packers & Stock Men 2.33 Parcel Post Packers 2.33 Pump Repairman 2.43 New Employees 1st 45 days 10¢ p/hr. less than abv. rates Wkly. Guar. - 40 hrs.
Minneapolis - #350	6/1/58 5/31/61*	Janney, Semple, Hill & Co.	8 & 40 in 5 cons. days. 1½ over 8 or 40 or 6th cons. day 2x - 7th cons. day. ST on Sun. (if regular shift), 2x for work on regular day off. 3x - Hol.	7½	1-1 2-2 3-10	$8.75 p/mo. eff. 12/1/58 $13.87 p/mo.	Co. Plan	Effective 6/1/58 6/1/59 6/1/60 Automobile Truck Drivers, Receiving Clerks, Lift Truck Drivers $2.25 $2.32 $2.39 Stockmen, Checkers Shipping, Order Checkers, Order Clerks, Dummy Order Clerk (3rd Floor), Repair Shop Men 2.18 2.25 2.32 Ele. #2 & Warehouse, Scaleman, Asst. Platform Men, Box Man, Packers, Janitor (other than office), Slide Man, Asst. Stockman, Return Goods Man, Dummy Order Clerk (2nd Floor), Freight Loaders & Bull Gang, Frt. Distributors, Ele. #1, Packing Room Trucker 2.15 2.22 2.29 New Employees 1st 31 days 10¢ p/hr. less Students (Summer Help)* 90 day period 1.65 1.72 1.79 Annual cost-of-living adjustments, based on 6/1/58 (123.6), at rate of 1¢ for each .55 point change in C.P.I. * - Max. 10% of seniority list as of 6/1; no hires until laid off employees back at work.

* - Wage reopening if hrs. cut by legislative act.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
Minnesota Minneapolis - #359	6/1/58 5/31/61	Our Own Hardware Co.	8 & 40, M-F. 1½ over 8 or 40 2x - Sun. 3x - Hol.	7	1-1 2-2 3-10 4-25	$8.67 p/mo. Eff. 12/1/58 $13.87 p/mo.	Co. Plan

WAGE RATES

	Effective 6/1/58	6/1/59	6/1/60
Shipping & Receiving Clerk	$2.335	$2.405	$2.475
Order Dispatcher	2.305	2.375	2.445
Working Foreman	2.36	2.43	2.50
Head Stockman	2.235	2.305	2.375
Return Goods Clerk	2.235	2.305	2.375
Order Checkers	2.235	2.305	2.375
Asst. Shipping Clerk	2.205	2.275	2.345
Packers	2.195	2.265	2.335
Shipping Checkers	2.18	2.25	2.32
Stock Clerk	2.15	2.22	2.29
Maintenance Man	2.15	2.22	2.29
Return Goods Checker	2.15	2.22	2.29
Asst. Order Dispatcher	2.15	2.22	2.29
Trucker	2.15	2.22	2.29
Shipping Sorter	2.15	2.22	2.29
Frt. Ele. Opr.	2.15	2.22	2.29
Jr. Stock Clerks * 6 mos.	10¢ p/hr. less		
Students (Summer Help)** 90 day period	1.65	1.72	1.79
Over-the-Road Drivers	Central States Area Over-the-Road Motor Frt. Agmt.		

Annual cost-of-living adjustments (123.6 = base) at rate of 1¢ for each .55 point change in C.P.I.

Wkly. Guar. - 40 hrs.

If work week reduced by governmental act, rates of pay increased to maintain wkly. pay.

* - Maximum of 4.
** - Maximum 10% of seniority list as of 6/1, no hires until laid off employees back at work.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
Minnesota Minneapolis - #359	6/1/58 5/31/61	R & M Company	40 hrs., M-F. 1½ over 40. 2x - Sun.* or 7th day. 2x - Hol. * - Except if regular shift.	7	1-1 2-3 3-10	$8.67 p/mo. Eff. 12/1/58 $13.87 p/mo.	--

WAGE RATES

Class	6/1/58	10/7/58	Effective 1/1/59	6/1/59	6/1/60
A	$2.15	$2.20	$2.25	$2.32	$2.39
B	2.08	2.13	2.18	2.25	2.32
C	2.05	2.10	2.15	2.22	2.29

Starting Rate 1st 6 mos.	$1.65
2nd 6 mos.	1.75

Annual cost-of-living adjustments eff. 6/1/60 at rate of 1¢ for each .55 point change in C.P.I. from base of 123.6.

Class A - Head Shipping Clerk, Head Receiving Clerk and Automobile Truck Driver
Class B - Maintenance Man and Order Expediter
Class C - Sr. Stockman, Asst. Receiving Clerk, Frt. Order Checker, All Others Involved

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES	Effective 6/1/58	6/1/59	6/1/60
Minnesota Minneapolis - #359	6/1/58 5/31/61	United Hardware Distributing Co.	8 & 40, M-F, 8 AM to 4:30 PM. 1½ over 8 or 40 & before or after abv. hrs. 2x - Sun. 3x - Hol.	7	1-1 2-3 3-10	$8.67 p/mo Eff 12/1/58 $13.87 p/mo.	--	Lift Truck Driver, Lead Man and Shipping and Receiving Clerks	$2.25	$2.32	$2.39
								Order Fillers and Checkers	2.20	2.27	2.34
								Warehousemen and Packers, not otherwise classified	2.15	2.22	2.29
								New Employees 1st 30 days	10¢ p/hr. less		
								Students (Summer Help)* 90 days	1.65	1.72	1.79

Annual cost-of-living adjustments, eff. 6/1/59 from base of 123.6 at rate of 1¢ for each .55 point change in C.P.I.

Wkly. Guar. - 40 hrs.

* - Maximum - 10% of seniority list on 6/1. Not hired if employee on layoff.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
Minnesota Minneapolis #638	6/1/58 5/31/61*	Warner Hardware Co.	8 & 40. Drivers & Employees 1423 Hennepin Ave.-M-F Shipping & Receiving Clerks at 13 S. 6th St.-5 days, M-F & Tues.-Sat. alternately. All other employees at 13 S. 6th St.-5 days, M-Sat. Drivers & Hlprs.-Start 8 AM. 1½ over 8 or 40. 2x - Sun. 2x - Hol.	Co. Policy 6	Co. Policy maintained	Co. Policy maintained	Co Policy maintained

* - Wages and hours reopened if hrs. reduced by governmental legislation.

WAGE RATES

	6/1/58	Effective 10/1/58	6/1/59	6/1/60
Truck Drivers	$2.34	$2.44	$2.54	$2.64
Warehousemen	2.26	--	2.36	2.46
Shipping & Receiving Clerks & Working Foremen	2.44	2.54	2.64	2.74
Head Stockmen	2.34	--	2.44	2.54
Stockmen	2.26	--	2.36	2.46
New Employees *				
1st 30 days	30¢ p/hr. less			
2nd 30 days	20¢ p/hr. less			
3rd 30 days	10¢ p/hr. less			

* - Except experienced retail package delivery and furniture delivery drivers.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES			
										Effective	
									6/1/58	6/1/59	6/1/60
Minnesota											
Minneapolis - #359	6/1/58 5/31/61	Williams Hardware Co.	8 & 40. 1½ over 8 or 40. 2x - Sun. 2x - Hol.	7	1-6 mos. 2-1 3-10	$8 p/mo. Eff. 12/1/58 $12.80 p/mo.	Eff. 12/1/58 Co. pays entire cost of plan ($1.50 p/mo. X yrs. of svc.; max. $50 p/mo.)	Checkers	$2.21½	$2.28½	$2.35½
								Order Fillers	2.18	2.25	2.32
								Frt. Dist., Stock Dist., Packer	2.15	2.22	2.29
								Platform Men	2.20	2.27	2.34
								New Employees 1st 30 days	10¢ p/hr. less		
								Students (Summer Help)* 90 days	1.65	1.72	1.79

Annual cost-of-living adjustments, eff. 6/1/59 (123.6 base) at rate of 1¢ for each .55 point change in C.P.I.

Wkly. Guar. - 40 hrs.

* - [illegible] -- 10% of seniority list as of 6/1. Not hired if employees are on layoff.

WHOLESALE HARDWARE COMPANIES - WAGES, HOU

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.
Minnesota				
St. Paul - #503	6/1/59 5/31/61	Farwell, Ozmun, Kirk & Company	8 & 40 1½ over 8 or 40 & Sat. & outside reg. sched. hrs. 2x - Sun.* 2x - Hol.* * - Except watchmen and maint. men.	7

S AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

PAID VAC.	H & W	PENSION	WAGE RATES			
					Effective	
				6/1/59	6/1/60	9/1/60
1-1 2-3 3-12 4-25	Co. to continue present plan in effect.	6¢ p/hr. (max. 40 hrs. p/wk.)	Working Foreman & Stock Supervisor	$2.46	$2.54	$2.56
			Stock Clerk & Locksmith	2.44	2.52	2.54
			Warehouse Receiving Clerk (in charge of crew)	2.41	2.49	2.51
			Order Clerks & Stock Supervisor, Returned Goods Supervisor, Country Shipping & Will-Call Desk Man, Rider Type Fork Lift Opr.	2.41	2.49	2.51
			Checker of Parcel Post and Express Orders	2.35	2.43	2.45
			Shipping Clerks, Rec. Clerks, Car Load Merchandise Ckr.	2.32	2.40	2.42
			Electric Appliance Service Man	2.31	2.39	2.41
			Checkers (Straight Time basis), Util. Men	2.28	2.36	2.38
			Perpetual Inventory Clerk	2.28	2.36	2.38
			Frt. Checkers	2.26	2.34	2.36
			Packers (Straight Time basis)	2.22	2.30	2.32
			Frt. Caller, Return Goods Clerks	2.21	2.29	2.31
			Stock Clerks	2.19	2.27	2.29
			Freight Sorters	2.18½	2.26½	2.28½
			Order Fillers (Straight Time), Elevator Oprs.	2.16	2.24	2.26
			Stock Clerk Hlpr.	2.13	2.21	2.23
			Handy Man	2.12	2.20	2.22

(Cont. on following page)

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES
Minnesota St. Paul - #503		Farwell, Ozmun, Kirk & Co.						

(Cont. from preceding page)

	Effective 6/1/59	6/1/60	9/1/60
Merchandise Checkers (On bull bonus)	$2.12	$2.20	$2.22
Packers (Bonus)	2.10	2.18	2.20
Porters	2.01	2.09	2.11
Order Fillers (Bonus)	1.96	2.04	2.06
Order Fillers (Apprentices)*, Parcel Post Stamp Clerk	1.86	1.94	1.96
All other employees coming under the jurisdiction of the Union	2.13	2.21	2.23
New and Inexperienced Employees 1st 30 days	2.08	2.16	2.18

Wkly. Guar. - 90% of regular wkly. wage.

* - After fill 1,300 items per week for 2 consec. 40 hr. wks., paid regular order filler rate.

WHOLESALE HARDWARE COMPANIES - WAGES, HOU

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.
Minnesota				
St. Paul - #503	6/1/59 5/31/61	Raymer Hardware Company	40 hrs.* 1½ over 8 or 40 & Sat. & outside reg sched. hrs. 2x - Sun. 2x - Hol. * 2 - 10 min. rest periods.	6
Missouri				
Kansas City - #541	2/13/60 2/13/63	Richards & Conover Steel & Supply Co (Industrial Div. Warehouse)	8 & 40. 1½ over 8 or 40, M-F & Sat. 2x - Sun. 2x - Hol. up to 8 hrs. 2x hours worked in excess of 8.	6

PAID VAC.	H & W	PENSION	WAGE RATES	Effective 6/1/59	6/1/60	9/1/60
1-1 2-3 3-12	$2.50 p/wk.	Annual retirement bonus of 6¢ p/hr. for ea. hr. of actual employment instead of Pension Plan.	Working Foreman	$2.54	$2.62	$2.64
			Locksmith	2.44	2.52	2.54
			Head Floorman-Stockman-Checker	2.32	2.40	2.42
			Shipping Clerk	2.32	2.40	2.42
			Receiving Clerk	2.32	2.40	2.42
			Stockmen and All Other Warehouse Employees	2.205	2.285	2.305
			New & Inexperienced Employees 1st 90 days	2.095	2.175	2.195
			Wkly. Guar. - 90% of regular wkly. wage.			

				Effective 2/13/60	2/13/61	2/13/62
1-1 2-2 3-15	Co. and employees contribute jointly to plan. Plan to continue in effect.*	Co. to continue in effect present pension plan.*	Leadman	$2.405	$2.495	$2.575
			Maintenance Man	2.255	2.345	2.425
			Stockman*	2.205	2.295	2.375
			Warehouseman**	1.855	1.945	2.025
			Drivers			
			Industrial Truck	2.555	2.645	2.725
			Steel Truck	2.63	2.72	2.80
			Wkly. Guar. - 40 hrs.***			

* - Not applicable to truck drivers until 2/13/62.

* - Checkers, Order Fillers
** - Packers, Conveyormen, Wire Machine Oprs., Elevetor Oprs., Maintenance Hlprs., Frt. Movers, Janitors
*** - Does not apply to steel dlv. truck drivers during annual inventory week.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
Missouri Kansas City - #541	10/1/60 9/30/63	Stowe Hardware & Supply Co.	Start not later than 8 AM. 1½ over 8 or 40 & Sat. until 5 PM. 2x - Sat. 5 PM to 7 AM Mon. 3x - Hol.	6	1-1 2-3 3-20	--	--

WAGE RATES

	Effective 10/1/60	10/1/61	10/1/62
Lead Men	$2.24	$2.32	$2.41
Asst. Lead Men	2.19	2.27	2.36
Receiving Clerk	2.24	2.32	2.41
Truck Driver	2.19	2.27	2.36
Asst. Shipping Clerk	2.19	2.27	2.36
Order Filler	2.14	2.22	2.31
Frt. Ele. Opr.	2.14	2.22	2.31
Checkers & Packers	2.14	2.22	2.31
Warehousemen	2.09	2.17	2.26
Janitors	1.50	1.54	1.58
New Employees			
1st 30 days	15¢ p/hr. less		
2nd 30 days	5¢ p/hr. less		
After 60 days	Rates of Pay as abv.		

Wkly. Guar.
Present Employees (10/1 - 3/31 - 40 hrs.
(4/1 - 9/30 - 42 hrs.
New Employees - 40 hrs.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
Missouri St. Louis - #688	6/1/59 6/1/62	Associated Hardware Co.	8 & 40*, M-F 1½ over 8 or 40 & Sat., or outside reg. hrs. 3x - Sun. 3x - Hol. * - 2 - 15 min. rest periods.	7 + 3 hrs. on Elec. Day for voting + 2 hrs. for blood donation	See Below	5% of gross pay to St. Louis Labor Health Institute. 7% of gross payroll (2/7 to Ins. & Welfare Fund; 5/7 to Pension Fund). $1 p/mo. to Trust Fund for religious, charitable & educ. purposes.	

Vacation

½ day vac. for ea. mo. of svc. - under 20 mos.
2 wks. - 20 mos.
3 wks. - 10 yrs.

WAGE RATES

	6/1/59	Effective 6/1/60	6/1/61
AA Maintenance			
Start	$2.15	$2.22	$2.29
6 mos.	2.20	2.27	2.34
12 mos.	2.25	2.32	2.39
18 mos.	2.30	2.37	2.44
24 mos.	2.35	2.42	2.49
A Regular Warehouseman			
Start	2.00	2.07	2.14
6 mos.	2.05	2.12	2.19
12 mos.	2.10	2.17	2.24
18 mos.	2.15	2.22	2.29
24 mos.	2.20	2.27	2.34
B Custodian Stockmen			
Start	1.85	1.92	1.99
6 mos.	1.90	1.97	2.04
12 mos.	1.95	2.02	2.09
18 mos.	2.00	2.07	2.14
24 mos.	2.05	2.12	2.19

Quarterly cost-of-living adjustment from 6/1/59 (% change in C.P.I. X average hrly. rate.)

Guar. Annual Wage - 2,000 straight time hrs. each yr. to 4 employees.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
Missouri St. Louis - #688	6/1/58 6/1/61	Central Hardware Co.	8 & 40, M-F. 1½ over 40 & Sat. 2x - Sun.* 2x - Hol. * Except inventory - 1½.	6½ + 3 hrs. for voting on Natl., City, State or Cty. Elections	1-1 2-2 3-12	5% of reg gross pay to St. Louis Labor Health Institute.	7% of gross payroll (2/7 to Ins. & Welfare Fund; 5/7 to Pens. Fund)

WAGE RATES

(AFTER 12 MONTHS)

Class	10/1/58	6/1/59	12/1/59	6/1/60	12/1/60
AA	$2.21	$2.26	$2.31	$2.36	$2.385
A	2.16	2.21	2.26	2.31	2.335
B	1.985	2.035	2.085	2.135	2.16
B1	1.76	1.81	1.86	1.91	1.935

	Starting	After 30 Days	After 5 mos.	After 12 mos.
AA	Minus .15	Minus .10	Minus .05	Scale
A	Minus .15	Minus .10	Minus .05	Scale
B	Minus .125	Minus .075	Minus .025	Scale
B1	Minus .05	Minus .025	Scale	Scale

Class AA (Appliance Repairman, Asst. Shipping Clerk, Section Lead Men, Fireman)
Class A (Platform Men (Shipping & Receiving), Stockmen, Order Checkers)
Class B (Laborers, Packers, Porters)
Class B1 (Markers, Warehouse Office Clerks)

Guar. Annual Wage - 2,000 straight time hrs., each yr., to 1st 24 employees on seniority list.

Quarterly cost-of-living adjustment from base of 4/15/58; % change in index X total hrly. payroll.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.
Missouri St. Louis - #688	6/1/58 5/31/61	Witte Hardware Co.	8 & 40*, M-F. 1½ over 8 or 40 & Sat. and outside reg. hrs. 2x - Sun. 3x - Hol. * - 2 - 15 min. rest periods.	7 + 2 hrs. for voting in Natl., State, City or Cty. Elections	See Below

Vacation

½ day vac. for ea. mos. svc.	- less than 20 mos.
2 wks.	- 20 mos.
3 wks.	- 15 yrs.

FRINGE BENEFITS IN TEAMSTER CONTRACTS

H & W	PENSION
5% of reg. wkly. gross pay to St. Louis Labor Health Inst.	7% of gross payroll (2/7 to Ins. & Welfare Fund; 5/7 to Pens. Fund)

WAGE RATES

WAREHOUSE

	Class 1	Class 2	Class 3	Class 4
Start	$2.15	$2.11	$1.875	$1.775
4 mos.	2.25	2.225	1.925	1.825
8 mos.	2.25	2.225	1.975	1.875
12 mos.	2.25	2.225	2.025	1.925
16 mos.	2.25	2.225	2.075	1.975

OFFICE

	Class 5	Class 6	Class 7	Class 8	Class 9
Start	$2.125	$2.06	$1.81	$1.76	$1.56
4 mos.	2.205	2.16	1.86	1.81	1.61
6 mos.	2.285	2.16	1.91	1.86	1.66
12 mos.	2.37	2.16	1.96	1.91	1.71
16 mos.	2.45	2.16	2.01	1.96	1.76

Class

1 - Maintenance Man
2 - Warehouse Group Leader
3 - Hear Becks, Shipping Room Clerks, Receiving Clerks, Packers, Nail Piler, Head Order Fillers, Lay-Out Man, Scale Man, Frt. Elev. Opr., Warehouse Office, Parcel Post Man, Dray Ticket Writer
4 - Order Clerks or Order Fillers, Chute Man, Ditto Machine Opr.
5 - Head Printer
6 - Ofc. Group Leader
7 - Stenographers, Comptometer Oprs., Bookkeeper, Price Clerks, Cost Clerks, Telephone Opr. & Receptionist, Billers, Way Bill Clerks, Record Clerks, Credit Memo Billers, Bookkeeping Mech. Opr., Dictephone Oprs., Utility Clerk
8 - Asst. Bookkeeper, Apprentice Printer, File Clerk, Tracer, Portera, Beck Order Typist, Mimeograph and Addressograph Machine Oprs., Mail Clerk
9 - Office Boy or Girl

(Cont. on following page)

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES
Missouri St. Louis - #688		Witte Hardware Co.						(Cont. from preceding page) Hiring-In Rates for Persons with Past Experience -- Provisions set forth to provide employees hired with 1 yr. or more of experience may be hired in at the option of mgmt. at the 8 mos. rate and will progress to the top rate in their Class by 8 mos. progression as above, with one excpetion -- Head Printer who may be hired in, if necessary, at the top of his classification. Eff. 6/1/58 2½¢ p/hr. increase 6/1/59 " " " " 12/1/59 " " " " 6/1/60 " " " " 12/1/60 " " " " Quarterly cost-of-living increases, based on C.P.I. for 4/15/58 (1¢ for each 0.5 point change in index). Guar. Annual Wage - 2,000 straight time hrs. to 1st 56 employees on seniority list or if company moves, to 1st 60% of employees (max. 56).
North Dakota Fargo - #116	7/6/59 7/6/61	Dakota Hardware Co.	1½ over 40.	6	1-1 2-5	--	--	Order Fillers After 6 mos. $1.67 After 1st yr. 1.75 After 2nd yr. 1.83 Packers After 6 mos. 1.57 After 1st yr. 1.65 After 2nd yr. 1.73 New Employees 1st 2 mos. 1.35 Next 4 mos. 1.45

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

...ION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
- #20	9/1/58 9/1/61	Bostwick-Braun Co.	8 & 40, M-F. 1½ over 8 or 40 & Sat. & before or after reg. starting or quitting time. 2½x - Hol.	7	1-1 2-3 3-12	$2.60 p/mo. (Life ins. & AD&D). Co. to continue ins. plan (sickness & accident benefits, Hosp.; & Surg.-Med.)	--

WAGE RATES

EFFECTIVE 9/1/58

New Employees Old Employees Classification*	Start Minimum	After 2 mos. Mid-Point	After 6 mos. Maximum
I	$1.92	$1.92	$1.92
II	1.92	1.95	1.98
III	1.92	1.98	2.04
IV	1.97	2.03	2.09
V	2.03	2.09	2.15
VI	2.07	2.13	2.19
VII	2.125	2.185	2.245
VIII	2.205	2.265	2.325

EFFECTIVE 9/1/59

New Employees Old Employees Classification*	Start Minimum	After 2 mos. Mid-Point	After 6 mos. Maximum
I	$1.99	$1.99	$1.99
II	1.99	2.02	2.05
III	1.99	2.05	2.11
IV	2.04	2.10	2.16
V	2.10	2.16	2.22
VI	2.14	2.20	2.26
VII	2.195	2.255	2.315
VIII	2.275	2.335	2.395

EFFECTIVE 9/1/60

New Employees Old Employees Classification*	Start Minimum	After 2 mos. Mid-Point	After 6 mos. Maximum
I	$2.06	$2.06	$2.06
II	2.06	2.09	2.12
III	2.06	2.12	2.18
IV	2.11	2.17	2.23
V	2.17	2.23	2.29
VI	2.21	2.27	2.33
VII	2.265	2.325	2.385
VIII	2.345	2.405	2.465

*--Classifications

I - Elevator Opr. - Psgr., Janitor, Elevator Opr. - Frt., Paper Baler

II - Sorter, Frt. Handler, Order Clerk, Stockman and Trucker, Pipe Shed Man

III - Packer

IV - Chute Man

V - Checker-Packing Room, Stocktaker

VI - Asst. Floorman, Checker-Shipping Room, Receiving Clerk, Returned Goods Clerk

VII - Shipping Clerk

VIII - Floorman

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES	7/29/60	Effective 7/29/61	7/29/62
Ohio Canton - #92	7/28/60 7/28/63	Canton Hardware Co.	1½ over 40. 2x - Hol.	7	1-1 2-2 3-10	Co. provides Blue Cross & Blue Shield for employees and families.	--	Truck Drivers			
								1st 3 mos.	$1.97	$2.01	$2.05
								3-6 mos.	2.03	2.07	2.11
								After 6 mos.	2.09	2.13	2.17
								Warehousemen			
								1-4 mos.	1.84	1.88	1.92
								4-8 mos.	1.88	1.92	1.96
								8-12 mos.	1.92	1.96	2.00
								After 12 mos.	1.97	2.01	2.05
								Area Men	2.09	2.13	2.17
								Working Foreman	2.22	2.26	2.30
								Wkly. Guar. - 40 hrs.			

									Effective 10/1/59	10/1/60
Wisconsin Milwaukee - #200	10/1/59 9/30/61**	Morley-Murphy Co.	8 AM to 5 PM, M-F (1 hr. for lunch); 40 hrs. 1½ over 8 or 40 &Sat. 2½x - Hol.	6	1-1 2-3 3-15	Co. plan to continue.* Hosp. & Surg. for employees.	--	Classification I		
								Maint. Man	$2.34	$2.42
								Classification II		
								Order Clerks, Counter Clerks, Receiving Clerks	2.29	2.37
								Classification III		
								Janitor, Loaders, Unloaders, General Help	2.24	2.32
								Classification IV		
								Record Dept. Foreledy	2.05	2.13
								Classification V		
								Female Order Clerks	2.00	2.08
								New Employees		
								1st mo.	10¢ p/hr. less	

Semi-annual cost-of-living adjustments, based on change in C.P.I. from 8/15/59 at rate of 1¢ for each .55 point change.

* - Reopener for H & W if employer decides to discontinue present coverage.

** - Wage reopening in event hrs. are reduced due to legislation.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
Wisconsin Green Bay - #75	7/1/59 6/30/62*	Morley-Murphy Co.	40 hrs., 7:30 AM to 4:30 PM, M-F (1 hr. for lunch). 1½ over 8 or 40. 3x - Hol.	6	1-1 2-3 3-15	Co. pays full cost of hosp & surg. Co. to continue Life Ins. on present basis.	--

* - Wage reopening in event hrs. are reduced due to legislation.

WAGE RATES

Class	7/1/59	1/1/60	Effective 7/1/60	1/1/61	7/1/61
1	$2.17	$2.21	$2.24	$2.26	$2.32
2	2.13	2.17	2.20	2.22	2.28
3	2.07	2.11	2.14	2.16	2.22
4	2.05	2.09	2.12	2.14	2.20
5	2.00	2.04	2.07	2.09	2.15
6	1.97	2.01	2.04	2.06	2.12
7	1.87	1.91	1.94	1.96	2.02

New Employees
1st 9 mos. 10¢ p/hr. less than abv. rate

Semi-annual cost-of-living adjustments, based on Nov. 1959 index, at rate of 1¢ for each .55 point change in C.P.I.

Classifications
1 - Maintenance Mechanic
2 - Service Dept. Foreman and Technician, Packing Floor Foreman, Electronic Repairman, Sr. Truck Driver, Shipping Clerk, Receiving Clerk, Warehouse Foreman (4 & 5)
3 - Floor Foreman, Service Dept. Order Clerk, Truck Driver *, Car Unloader Foreman, All Checkers, Stock Clerks, Dock Foreman
4 - Order Clerks, Asst. Shipping Clerks
5 - Receiving Clerk Helper, Elevator Opr.
6 - Packers, Loaders
7 - Janitor (Utility), Basket Puller, Marker, Trucker

* - Hrly. rate for present truck driver in Class 3 shall be $2.08 eff. 7/1/59, $2.12 eff. 1/1/60, $2.15 eff. 7/1/60, $2.17 eff. 1/1/61 and $2.23 eff. 7/1/61. Any new drivers shall receive the regular Class 3 rate.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES			
									1/1/59	Effective 9/1/59	9/1/60
Alabama Mobile - #991	1/1/59 8/31/61	Riley-Stuart Supply Co.	8 & 40. 1½ over 8 or 40 & Sat. 1½ - Sun. 1½ - Hol. Shift: 5¢	6	1-1 2-4	$2.50 p/wk.	--	Trailer Truck Drivers	$1.83	$1.90	$1.97
								Material & Dump Drivers	1.62	1.67	1.73
								Fork Lift, Tow-motor, Warehouse-men or Mech. Lift Oprs.	1.62	1.67	1.73
								Warehouse Hlprs., Truck Hlprs. & Other Hlprs. & Yardmen	1.51	1.55	1.61
Louisiana New Orleans - #270	8/15/60 8/14/61	Stauffer-Eshleman & Co., Ltd.	8 & 40* in 5 consec. days, M-F. 1½ over 8 or 40 & Sat. 2x - Sun. 2x - Hol. * - 2 - 15 min. rest periods.	7	1-1 2-3	--	--	Shipping & Receiving Clerks			$1.64
								B/L Clerks, Checkers, Short Buyers			1.49
								Truck Drivers			1.49
								Trailer Drivers			1.64
								Stockmen, Packers, Freight Runners			1.39
								Warehousemen			1.34
								Porters, Elevator Operators			1.34
								Maintenance Men			1.94
								Wkly. Guar. - 5 consec. 8 hr. days, M-F.			

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES
Texas Galveston - #940	12/12/59 12/12/61	Black Hardware Co.	1½ over 40	6	1-1 2-3	$6.43 p/mo.	--	Over-the-Road Drivers 1st yr. $1.59 2nd yr. 1.69 Wkly. Guar. - 50 hrs. If required to load prior to departure on run -- 1st yr. $1.69 2nd yr. 1.79

WESTERN CONFERENCE

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
California Los Angeles - #986	6/24/59 6/24/62	California Hardware Co.	8 cons. hrs., 40 p/wk., M-F, between 7 AM & 5 PM. 1½ over 8 or in excess of 5 hrs. without stopping for noon meal period.* 2x - Sun. 2x - Hol. Shift: 10¢	7	See Below	Co. provides coverage equal to Union Fund.	$17.30 p/mo.

Vacation

6 days - 1 yr.
10 days - 2 yrs.
12 days - 5 yrs.
15 days - 15 yrs.
Plus 1 day vac. in lieu of Armistice Day.

* - O.T. beyond 6 PM - 15 min. pd. rest period.

WAGE RATES

	Effective 6/24/59	6/24/60	6/24/61
Floorman	$2.23	$2.33	$2.43
Truck Driver	2.31	2.41	2.51
" " -Steel Trucks 10 ton cap. or over, 3 axles or more	2.40	2.50	2.60
Leadman (all Depts.)	2.40	2.50	2.60
S & R Clerks	2.40	2.50	2.60
Asst. S & R Clerks	2.225	2.325	2.425
Checker	2.275	2.375	2.475
Maint. Man "A"	2.265	2.365	2.465
Maint. Man "B"	2.12	2.22	2.32
Apprentice Stock Clerks, Order Clerks, Packers and Frt. Handlers			
1st 3 mos.	1.93	2.03	2.13
2nd 3 mos.	2.04	2.14	2.24
Thereafter	2.15	2.25	2.35
Casual Labor**	1.93	2.03	2.13
Bldrs. Hdwe. Contract Clerks			
1st 3 mos.	2.15	2.25	2.35
2nd 3 mos.	2.20	2.30	2.40
Thereafter	2.275	2.375	2.475
Order Matcher	2.15	2.25	2.35
Routing Clerk and Coordinator	2.275	2.375	2.475
Floor Router	2.20	2.30	2.40
B/L Clerk	2.225	2.325	2.425
Janitor			
1st 3 mos.	1.50	1.60	1.70
2nd 3 mos.	1.60	1.70	1.80
Thereafter	1.70	1.80	1.90
Steel Warehouseman			
1st 3 mos.	2.15	2.25	2.35
Thereafter	2.23	2.33	2.43

** - Employees in this category not entitled to group insurance benefits, or vacations, or sick leave, or paid holidays called for by the terms of the agreement. This category consists of persons hired on a temporary basis which it is understood normally will not exceed 90 days.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES	Effective 7/15/60	Effective 7/15/61
California										
San Diego - #36	7/15/60 7/15/62	San Diego Plumbing & Hardware Dealers' Assn.	8 & 40. 1½ over 8 or 40 & Sat. 2x - Sun. 3x - Hol.	8	1-1 2-2	Co. paid plan to remain in effect.	--	Truck Drivers		
								Under 3 mos.	$2.38	$2.43
								3 mos. & over	2.50	2.55
								Line Truck Drivers	2.68	2.73
								Semi-Truck Drivers (Not line drivers)	2.58	2.63
								Warehousemen		
								1st 3 mos.	2.12	2.17
								2nd 3 mos.	2.21	2.26
								6-12 mos.	2.29	2.34
								12-18 mos.	2.35	2.40
								Over 18 mos.	2.41	2.46
								* Fork Lift Opr.	2.46	2.51
								Dept. Floor Leadmen	2.50	2.55
								Janitors & Clean-Up Men	2.24	2.29
								Heavy Duty Oprs.	2.885	2.935
								Mechanics	2.865	2.915
								Mechanics Hlpr.	2.64	2.69
								NOTE: Warehousemen handling steel bars, shapes and plates shall receive $10 p/mo. over the scale for other Warehousemen.		
								* - This classification applies when used away from premises of employer at job delivery point locations.		
San Diego--#36 El Centro-#898	7/16/60 7/15/62	Western Metal Supply Co.	Same as above agreement with San Diego Plumbing & Hardware Dealers' Assn. but does not include the following classifications: Heavy Duty Oprs., Mechanics, and Mechanics Hlpr.							

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.
California					
San Francisco #860	6/1/58 5/31/61*	San Francisco Employers Council (Bridgeport Brass Co., Garehime Corp., A. J. Glesener Co., Inc., Hansen Whlse. Hdwe. Co., C. J. Hendry Co.)	8 within 9 cons. hrs., 40 p/wk., M-F. Start not earlier than 8 A.M. & quite not later than 5 P.M. 1½ over 8 or 40, Sat., Sun. & hol. & before or after reg. hrs. 1½ X O.T. rate for work in excess of 8 on Sat., Sun. & Hol. Shift: 2nd 5¢; 3rd 10¢.	8	1-1 2-2 3-15 Eff. 1/1/59 3-10

* Wage reopener on May 31, 1960; results of which are included.

FRINGE BENEFITS IN TEAMSTER CONTRACTS

H & W	PENSION	WAGE RATES	Effective 6/1/58	1/1/59	6/1/59	6/1/60
$12.11 p/mo	$17.30 p/mo	Working Foreman A	$2.43	$2.48	$2.55½	$2.76½
		Working Foreman B	2.33	2.38	2.45½	2.66½
		S and/or R Clerk	2.32	2.43	2.50½	2.71½
		Checker	2.25½	2.30½	2.38	2.59
		Packer	2.23		2.30½	2.51½
		Frt. Handler and/or Gen. Warehouseman	2.23		2.30½	2.51½
		Order Fillers & Stock Clerks *	2.23	2.25½	2.33	2.54
		Light Warehouse Labor (Commonly referred to as women's work)	2.05½		2.13	2.34
		Oprs. of Fork-Type Lift Jitneys used in High Piling	10¢ p/hr. above min. for Frt. Handlers and/or Gen. Warehousemen.			

* - Eff. 1/1/59 starting rate $2.23 p/hr. and after 6 mos. $2.25½ p/hr.; eff. 6/1/59 starting rate $2.30½ p/hr. and after 6 mos. $2.33 p/hr.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.
California					
Stockton - #439	6/1/58 5/31/61*	Wholesale Hardware Dealers Assn.	Drivers & Warehouse: 8 & 40. 1½ over 8 or 40 & before 8 AM & after 5 PM, M-F 1½x - Sat. 2x - Hol.	8	2-1 Eff. 6/1/59 1-1 2-2 3-15

* - Wage reopener on wages only prior to 5/31/60; results of which are included.

H & W	PENSION	WAGE RATES				
			Effective			
			6/1/58	1/1/59	6/1/59	6/1/60
$8.65 p/mo.; continue present benefits up to max. contrib. of $10.40 p/mo. Eff. 6/1/60 $12.50 p/mo.	--	Flame Shape Cutting Opr.	$2.38	$2.43	$2.505	$2.705
		Power Plate Shear Opr.	2.38	2.43	2.505	2.705
		Whlse. Shipping Clrk.	2.28	2.305	2.38	2.58
		" Checkers	2,28	2.305	2.38	2.58
		" Rec. Clerks	2.28	2.305	2.38	2.58
		Whlse. Beginners*				
		1st 6 mos.	1.955	1.98	2.055	2.255
		2nd 6 mos.	2.005	2.03	2.105	2.305
		3rd 6 mos.	2.13	2.155	2.23	2.43
		Thereafter	2.23	2.255	2.33	2.53
		Warehouseman	2.23	2.23	2.305	2.505
		Order Filler		2.255	2.33	2.53
		Working Foreman	10¢ p/hr. above highest rate supervised.			
		Local Drivers				
		Motor Trucks (1500 lbs. or over but less than 10,500 lbs. hauling cap.)	2.345		2.42	2.645
		Motor Trucks (10,500 lbs. or over hauling cap.)	2.385		2.46	2.685
		Inter-City Drivers				
		Paid wage rate for "Turn-Around Drivers" set forth in contract between Calif. Trucking Assne. and J.C. #38. Present rate is $2.39 p/hr. (as of eff. date of agmt.)				
		Extra Employees	2.23		2.305	2.505

* - Salesmen & Executive Trainees

NOTE: Motor Trucks of less than 1500 lbs. hauling capacity may be operated by Warehousemen or others having the same or higher wage classification.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES
Colorado Denver - #452	7/6/60 7/6/62	Banner Distributing Co.	40 hrs. *, 8 hrs., M-F. 1½ over 8 or 40. 2½x - Hol. * 1 - 15 min. rest period during AM.	6	1-1 2-4	$14.90 p/mo. for married employees; $7.45 p/mo. for single employees (Blue Cross & Blue Shield)	--	

Truck Driver - Warehousemen*	7/6/60	Effective 1/6/61	1/6/62
1st 4 mos.	$1.55	$1.60	$1.65
Next 4 mos.	1.65	1.70	1.75
Thereafter	1.75	1.80	1.85

Wkly. Guar. - 40 hrs.

* - Shipping Clerks, Receiving Clerks, Warehousemen

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES
Montana Great Falls - #45 Negotiations completed but agmt. not signed as yet.	4/20/59 4/19/61	Great Falls Employers' Council, Inc. (Distributors Division)	8 hrs., guar. 5 days, M-F. 1½ over 8 or 40. 2½x - Hol.	6	See Below	Co. pays complete cost of plan.	--	

	Effective 4/20/59	4/20/60
1st 6 weeks	$1.90	$2.00
2nd 6 weeks	1.95	2.05
Regular Employees	2.05	2.15

Eff. 5/17/61 - 11¢ p/hr. increase
Eff. 5/17/62 - 10¢ p/hr. increase

Vacation

Less than 2 yrs. - 1 day's vac. for ea. 50 days worked.
2 yrs. - 1 day's vac. for ea. 24 days worked.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.
Montana					
Helena - #666	5/1/59 5/1/61	Helena Employers Assn.	8 cons. hrs. 1½ over 8 or 40 & Sun. 75% of employees assigned 2 cons days off. Max. 25% of employees utilized on a non-consecutive day work wk. 2½x - Hol.	7	1-1 2-2
In negotiations					

FRINGE BENEFITS IN TEAMSTER CONTRACTS

H & W	PENSION	WAGE RATES	Effective 5/1/59	1/1/60	5/1/60
$12.35 p/mo. If after 5/1/60 addt'l. premium is required co. will pay but not to exceed 40¢ p/wk.	--	Dump Trucks			
		7 yds. or less, water level capacity	$2.38	$2.42	$2.49
		Over 7 yds., water level capacity	2.58	2.62	2.69
		Flat Bed Trucks			
		Less than 5 tons, factory rating	2.38	2.42	2.49
		5 to 8 tons, factory rating	2.58	2.62	2.69
		Servicemen (Grease Monkeys)	2.38	2.42	2.49
		Warehouseman	2.38	2.42	2.49
		Water Tank Drivers	2.38	2.42	2.49
		Oil Dist. Driver	2.48	2.52	2.59
		Gravel Spreader, Box Opr.	2.48	2.52	2.59
		Dump Man	2.38	2.42	2.49
		Winch, Trailer or Semi-Trailer "A" Frame			
		4-Wheel Trailer and Power Boom Oprs.	2.83	2.87	2.94
		Teamsters	2.38	2.42	2.49
		Plow Holders, Fresno & Slip Holder	2.38	2.42	2.49
		Ready-Mix Con. Truck Driver	2.48	2.52	2.59
		Lift Truck Oprs.	2.60	2.64	2.71
		Straddle Buggies or Ross Carriers	2.60	2.64	2.71
		Bus Drivers	2.025	2.065	2.135
		Warehousemen Hlprs. & Shipping Clerks, Laundry Drivers, Creamery Drivers	2.14	2.18	2.25
		Transfer Baggage & Petroleum	2.18	2.22	2.29
		Pickup and Delivery	2.18	2.22	2.37
		Bakery	2.14	2.18	2.25
		Lumber Yd. Drivers & Hlprs.	2.18	2.22	2.29

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
Oregon Portland - #162	8/1/58 8/1/61*	Heavy Hardware	8 cons. hrs., 5 days, 40 hrs., M-F. 1½ over 8 & before 7 AM or after 6 PM, Sat. 2x - Sun. & 7th cons. day. 2½x - Hol.	6 + voting time on general elec. day	1-1 2-3 3-15 Eff. 1/1/59 3-10	$11.35 p/mo. Eff. 4/1/59 $15.50	Co. pays 10¢ p/hr.
* - Reopening on wages and hours in event of war, emergency or controls.							

WAGE RATES	Effective 8/1/58	8/1/59	8/1/60
Auto Trucks	$2.385	$2.535	$2.685
Truck & Trailers, Semis & Six Wheelers	2.46	2.61	2.76
Lift Jitney Stackers, 3,000 lbs. & Under	2.385	2.535	2.685
Lift Jitney Stackers, Over 3,000 lbs.	2.46	2.61	2.76
Boom & A-Frame Oprs.	2.53	2.68	2.83
Truck Driver Hlprs.	2.335	2.485	2.635
Extra Men	2.385	2.535	2.685

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
Portland - #206	8/1/58 8/1/61*	Steel Distributors	5 cons. 8 hr. days. 1½ in excess of work sched. 2x - Sun. 2½x - Hol.	6 + time off for voting on Elec. Day	1-1 2-3 3-10 Eff. 1/1/59	$11.35 p/mo. Eff. 4/1/59 $15.50 p/mo.	Co. pays 10¢ p/hr.
* - Reopener in event of war, declaration of emergency, or imposition of civilian controls on wages and hrs.							

WAGE RATES	Effective 8/1/58	8/1/59	8/1/60
Working Foreman	$2.295	$2.425	$2.55
Bay Leader	2.265	2.395	2.52
Maint. Man	2.265	2.395	2.52
Wire Rope Man	2.265	2.395	2.52
Burner-Multiple Mach	2.245	2.375	2.50
Overhead Crane Opr.	2.245	2.375	2.50
Hack Saw Man	2.195	2.325	2.45
Shear Man	2.195	2.325	2.45
Crane Opr.	2.195	2.325	2.45
Burner-Machine	2.195	2.325	2.45
Order Filler	2.195	2.325	2.45
Burner-Hand Torch Only	2.195	2.325	2.45
Warehouseman	2.10	2.23	2.355
Beginners (1st 30 days)	2.05	2.18	2.305
Shear Man Hlprs.	2.195	2.325	2.45
Wire Rope (1st 60 days)	2.145	2.275	2.40
Crane Opr. "	2.145	2.275	2.40

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION
Washington Aberdeen - #699	5/1/60 5/1/62*	F. G. Foster Co.	8 & 40 in 5 cons. days, M-F 1½ over 8 & Sat. 1½ - Sun. 2x - Hol. Shift: 10¢	8	1-1 2-2 3-10 Eff. 5/1/61 4-15	$15.50 p/mo.	10¢ p/hr. eff. 5/1/61 15¢ p/hr.
Bellingham - #231	4/1/60 4/1/63*	Morse Hardware Co.	5 cons. 8 hr. days*, 40 hrs. 1½ over 8 or 40 & Sat. 2x - Sun. 2x - Hol. * - 1 - 10 min. rest period.	7	2-1 3-15	$15.50 p/mo.*	$17.30 p/mo.

* - Reopening in event of war.

* - Reopening on wages and hours in event of war, emergency or civilian controls.

* After 6/30/60, maintain benefits; max. increased co. contribution not to exceed 10%.

WAGE RATES

	5/1/60	Effective 10/1/60	5/1/61	11/1/61
Truck Drivers 20,000 lbs. or under	$2.60	$2.67½	$2.77½	$2.82½
Over 20,000 lbs	2.65	2.72½	2.82½	2.87½
S & R Clerk	2.55½	2.63	2.73	2.78
Fork Lift or Bull Lift Opr.	2.55½	2.63	2.73	2.78
Warehouse-man	2.40½	2.48	2.58	2.63
Extra Men	5¢ p/hr. over steady man's rate			

	4/1/60	Effective 10/1/60*	4/1/61	4/1/62
Drivers	$2.20	$2.53	$2.58	$2.63
S & R Clerk	2.25	2.59	2.64	2.69
Checkers	2.10	2.415	2.465	2.515
Packers	2.05	2.36	2.41	2.46
Warehouseman	2.00	2.30	2.35	2.40
Hdwe. Order Clerk	1.95	2.24	2.29	2.34
Apprentices 1st 90 days	1.75	2.01	2.06	2.11
2nd 90 days	1.85	2.13	2.18	2.23
Rec. Clerk Hdqr	1.95			
Lead Man Steel Warehouse	2.20	2.53	2.58	2.63
Extra Help	2.00	2.30	2.35	2.40

Semi-annual cost-of-living adjustments eff. 4/1/61 from 125.6 base at rate of 1¢ for each 0.5 point change in C.P.I.

* - Co. changed from 44 hr. wk. (46 hrs. pay) to 40 hrs. with same wkly. pay.

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.
Washington					
Seattle - #174	4/1/60 4/1/62*	Private Carrier (Paul F. Buchmann Hdwe., Campbell Industrial Supply Co., Hdwe. Distributing Co., Marshall- Wells Co., Molin & Offer, N.W. Bldrs. Hdwe., John Perine Co., Peterson Whlse. Hdwe. Co., Seattle Hdwe. Co., Schwabacher Hdwe.)	5 cons. 8-hr. days, M-F, no work before 7 AM or after 6 PM. 1½ before reg. starting or after reg. quitting time, Sat. 2x - Sun. 2x - Hol. Shift: 15¢	7	1-1 2-2 3-9 Eff. 4/1/61 4-15
* - In event of war, emergency or controls reopening on wages & hours.					
Spokane - #690	6/1/58 5/31/61*	Hardware	5 cons. 8-hr. days, M-F. 1½ over 8 or 40 & Sat. 2x - Sun. 2½x - Hol.	7	1-1 2-3 3-15 Eff. 6/1/59 3-10
Reopening on wages & hrs. in event of war, emergency, wage controls.	* Reopener on wages only prior to 6/1/60.				
In negotiations.					

FRINGE BENEFITS IN TEAMSTER CONTRACTS

H & W	PENSION	WAGE RATES				
			Effective			
Eff. Jan. 1960	Eff. 4/1/60		4/1/60	12/4/60	4/1/61	10/1/61
$14.80 p/mo. Co. to pay addtl. costs to maintain benefits after 1/1/62.	10¢ p/hr. Eff. 10/1/60 15¢ p/hr.	Trucks w/Gross License Cap. 20,000 lbs. & Under	$110.80	$111.60	$115.60	$117.60
		Over 20,000 lbs.	112.80	113.60	117.60	119.60
		6-Wheelers (double axle), Semi-Trucks and Trucks and Trailers	114.80	115.60	119.60	121.60
		Stdy. Hlprs. & Bull Drivers	107.80	108.60	112.60	114.60
		Extra Hlprs. & Drivers of Trucks 20,000 lbs. & Under	2.77	2.79	2.89	2.94
		Extra Drivers of Trucks Over 20,000 lbs.	2.87	2.89	2.99	3.04

			Effective			
			6/1/58	1/1/59	6/1/59	1/1/60
$10.40 p/mo. up to $15.50 max. to maintain present benefits.	$17.30 p/mo.	Truck Drivers	$2.25	$2.32	$2.40	$2.48

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES
Washington Spokane - #334	6/1/58 5/31/61*	Wholesale Hardware	5 cons. 8-hr. days, M-F. 1½ over 8 or 40 & Sat. 2x - Sun. 2½x - Hol.	7	1-1 2-3 3-15 Eff. 6/1/59 3-10	$10.40 p/mo Present benefits guar.	$17.30 p/mo	
Reopening on wages & hrs. in event of war, emergency, wage controls.	* Reopener on wages only prior to 5/31/60. In negotiations							

WAGE RATES	Effective 6/1/58	1/1/59	6/1/59	1/1/60
Male				
Shipping Clrk.	$2.18½	$2.24½	$2.32½	$2.42½
Receiving Clrk., Stockmen, Stock Checkers, Order Starters, Buy-out Man, Packing Room Checker	2.06	2.12	2.20	2.30
Order Pickers, Packers and Warehousemen	2.01	2.07	2.15	2.25
Apprentices				
1st 3 mos.	1.63	1.69	1.77	1.87
2nd 3 mos.	1.70	1.76	1.84	1.94
3rd 3 mos.	1.78	1.84	1.92	2.02
Female				
Order Pickers, Warehousewomen	1.81	1.87	1.95	2.05
Apprentices				
1st 3 mos.	1.51	1.57	1.65	1.75
2nd 3 mos.	1.58	1.64	1.72	1.82
3rd 3 mos.	1.66	1.72	1.80	1.90

Tacoma - #313	4/1/60 3/31/62	Private Carrier (Washington Hardware Co.)	5 cons. 8-hr. days, M-F. 1½ over 8 & before 6 AM or after 6 PM and Sat. 2x - Sun. 2x - Hol. Shift: 15¢	7	1-1 2-2 3-9 Eff. 4/1/61 4-15	$15.50 p/mo. Co. to increase contrib. to continue benefits after 10/1/61.	10¢ p/hr. Eff. 10/1/60 15¢ p/hr.	Trucks w/Gross License Cap. 20,000 lbs. & Under & Bull Lift	$2.77	$2.79	$2.89	$2.94		
								Over 20,000 lbs. & Ross Carrier	2.82	2.84	2.94	2.99		
								Semi-Trucks, Truck & Trailers & 6-Wheelers (double exles)	2.87	2.89	2.99	3.04		
								Steedy & Extra Helpers	2.69½	2.71½	2.81½	2.86½		

WHOLESALE HARDWARE COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN TEAMSTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME AND SHIFTS	PAID HOL.	PAID VAC.	H & W	PENSION	WAGE RATES
Canada Calgary & Lethbridge, Alberta - #987	9/1/59 8/31/61	J. H. Ashdown Hardware Co., Ltd. (Wholesale Dept.)	8 hrs., 40 hrs., M-F. 1½ over 8 or 40. 2x - Sun. 2x - Hol.	9* * Plus Provincial or Civic hol. when co. closed.	2-1 3-15	--	--	

Warehousemen, Packers, Order Clerks and Truck Drivers	Effective 9/1/59 (Monthly)	Effective 9/1/60 (Monthly)
1st 3 mos.	$189.00	$198.45
2nd 3 mos.	198.00	208.00
Next 6 mos.	215.25	226.00
Thereafter	240.00	250.00
Receivers	255.00	270.00
Checkers	255.00	270.00
Head Packers	255.00	270.00
Asst. Shippers	255.00	270.00
Jr. Clerks *		
1st 3 mos.	147.00	154.35
2nd 3 mos.	157.50	165.35
Next 6 mos.	170.00	177.00
Thereafter on Starting Warehouse Rate		

* - Maximum 4; not more than 1 to each dept.

Calgary, Alberta - #987	Marshall-Wells, Ltd., Wholesale Hardware	(Same as above agreement)	

Warehousemen, Packers, Order Clerks and Truck Drivers	Effective 9/1/59 (Monthly)	Effective 9/1/60 (Monthly)
1st 3 mos.	$189.00	$198.12
2nd 3 mos.	197.95	207.85
Next 6 mos.	215.25	226.01
Thereafter	240.00	250.00
Receivers & Checkers	255.00	270.00
Jr. Clerks *		
1st 3 mos.	147.00	154.35
2nd 3 mos.	157.50	165.35
Next 6 mos.	170.00	178.50
Thereafter on Starting Warehouse Rate		

* - Maximum 4; not more than 1 to each dept.

Harris

Robin

Newsday Garden City, Long Island, N.Y.

Alicia Patterson, Editor and Publisher
John Van Doorn, Promotion Manager

ADMINISTRATIVE FILE
Harris Robin (Curly)
X Parker, John J.
X Newsday

The attached news story appeared in today's editions of Newsday. I thought it might be of interest to you.

DAILY CIRCULATION OVER 290,000

TEAMSTER AIDE HELD IN BRIBERY

(Story on Page 3

Teamster Aide Held in Bribery

By John Cummings

Mineola — A New York publicist and well-known Cafe Society figure was arrested last night and held without bail on a charge of trying to bribe a Newsday reporter to write favorable stories about East Coast Teamster boss John J. O'Rourke.

Three other men — reportedly including O'Rourke's brother and a Nassau detective—were being sought today on charges of using bribes and threats in an effort to obtain secret grand jury minutes. The minutes related to the case in which O'Rourke and 14 others are accused of extortion in the jukebox industry. Police said that the trio tried to bribe another Nassau detective with $20,000 to get the minutes—and then threatened to kill him.

The publicist, Rubin (Cash) Harris, 47, of 400 E. 52nd St., Manhattan, was picked up at his home last night on an indictment returned shortly after the alleged bribe attempt. He was booked at Nassau police headquarters in Mineola, where he identified himself only as a "writer." When asked what he wrote, he answered: "Stories."

Harris would not say, under questioning that he was working for O'Rourke, but he did admit knowing the East Coast Teamster chieftain. Officials commented that "we got absolutely nothing out of him."

He was accused of having paid Newsday reporter Bob Greene $230 in cash—and of having offered an additional $5,000—for a series of stories favorable to O'Rourke. Greene had gone through with the payoff earlier in the day after having informed Managing Editor Alan Hathway and Nassau District Attorney Levine. Levine praised this newspaper's "courageous cooperation" in bringing the case to light.

Levine and Assistant District Attorney William Cahn, the head of Levine's rackets bureau, announced the indictments in both cases at 5:45 PM yesterday, shortly after the charges had been returned. They said that the offer to the detective, whose name was withheld, was made last month. The investigator, who works in the rackets bureau, immediately informed Cahn and Levine. The bribe offer was made, Cahn noted, at the time O'Rourke was asking a Queens Supreme Court judge to order the grand jury testimony turned over to him. Cahn said that two of the defendants in this indictment were members of the Teamster union. It was reported that one was O'Rourke's brother, Gene, and that the third defendant was a Nassau detective. John O'Rourke was questioned about one of the trio last night but provided no information, Cahn said.

They each are charged with one felony count of bribery and one count each of conspiracy, a misdemeanor. The testimony involved was given to the rackets jury last May, when O'Rourke and 14 others were indicted on charges of extorting money from jukebox renters. Cahn would not say yesterday whether the new indictments would delay the scheduled start of O'Rourke's trial Monday.

The offer to Greene was detailed to the grand jury yesterday by the reporter and Hathway shortly after a second payment was made to Greene. This was the essence of their testimony.

The man hired by O'Rourke originally approached Hathway last month and asked to meet the reporter handling the O'Rourke stories. No bribe was offered at that time. Hathway referred him to Greene, who later was asked by the defendant to meet him at a Nassau restaurant. When money was offered if Greene would write a series of stories favorable to O'Rourke, Greene refused it and reported the matter to Hathway.

The managing editor called the district attorney, and then told Greene that if another offer was made, to report it immediately. The next day, Greene re-

—Continued on Page 98

(Newsday Photo by Nichlopolo)

TEAMING UP to explain two indictments involving Teamster figures yesterday are Nassau District Attorney Levine, right, and Assistant District Attorney William Cahn, chief of the rackets bureau.

—Continued from page 3

ceived a call from Harris, asking the reporter to meet him at another restaurant Tuesday. Hathway, after learning of this, again informed Cahn and Levine, who assigned detectives to the case. At Tuesday's meeting, the man gave Greene $30. Yesterday, they met again at a North Shore restaurant, where Greene received $200 in cash and an offer of an additional $5,000. Detectives were nearby to observe both meetings.

The $5,000 was contingent, the indictment said, on Greene writing a "series of articles favorable to John O'Rourke and also writing stories about O'Rourke's upcoming trial that would be sympathetic."

Harris was brought in by Dets. John Moylan and Harold Shepherd to be booked at 11:30 last night. The publicist, whose wavy, prematurely-gray hair had earned him the nickname of Curly, wore a conservative blue suit and a blue tie. He started to lunge at a cameraman when he was brought into headquarters, but then stopped and hid his head instead. Seconds later, he changed his mind again and turned squarely toward the cameras to pose. After being booked, fingerprinted and photographed, he was questioned by detectives and Cahn. He was ordered held overnight at the county jail for arraignment.

Harris, a habitue of Manhattan night clubs, is known along Broadway as a man with innumerable contacts. Although he denied any connection with a public-relations firm while under questioning last night, he is known to have done publicity work for several interesting clients, including Gen. Marcos Perez Jimenez, the former dictator of Venezuela. He said that he had been a reporter for a New York City newspaper about 20 years ago.

Harris said that he was married and had two children—Amanda, 10, and Stephen, 8. Although he denied it, his wife was reported to be the former Patricia Donnelly, 39, the Miss America of 1939. Harris insisted that his wife's name was actually Patricia Donley. He said that she had been born in Illinois; when asked if she had ever been a Miss Michigan, he denied it—but with a smile.

At a press conference earlier yesterday, Levine hailed Newsday for its cooperation in the case. "This required courageous cooperation on the part of Newsday," Levine said, "and I cannot stress too greatly how much this newspaper has helped us, not only on this case but in ferreting out other rackets in Nassau County."

The charge against Harris is corrupting an employe, a violation of Section 439 of the state penal code. The offense, a misdemeanor, carries a maximum fine of $1,000 and a six-month jail term.

Greene, who formerly worked as an investigator for the Senate rackets committee while on leave of absence from Newsday, spotlighted garbage rackets in Nassau and turned up evidence that led to the conviction of Vincent and Nunzio Squillante and Bernard Adelstein, boss of Teamster Local 813.

Greene and Hathway also testified before the Senate committee early this year about the activities of Long Island racketeer Irving Bitz and the attempts of the New York Newspaper and Mail Deliverers Union to organize Newsday. Both testified before the federal grand jury that indicted Bitz and five present and former officials of the union. Bitz has pleaded guilty and is awaiting sentencing.

ADMINISTRATIVE FILE
Harris, Robin (Curley)
X
X

Press Intelligence, Inc.
WASHINGTON 1, D. C.

NEW YORK (N.Y.)
NEWS

Circ.: m. 2,056,521
S. 3,455,033

Front Page | Edit Page | Other Page 1 6

Date: NOV 6 1959

Sleuth, Press Agent Get Bail In Bribe Tries

Robin (Curley) Harris, 47, of 400 E. 52d St., press agent for [redacted] O'Rourke, Teamsters Union [redacted] was released in $500 bail yesterday in Nassau County Court, Mineola, on his arraignment on charges of attempting to bribe Newsday reporter Robert Greene.

Harris was accused of trying to bribe Greene to soft-pedal stories on O'Rourke, who is scheduled to go on trial Monday in Mineola along with 14 others on charges of extortion, coercion and conspiracy in the attempted organization of Teamsters locals in Nassau County.

Detective Arraigned

In a related case, Nassau County Detective Richard Johnson, 40, of 810 Ardmore Place, Bellmore was released in $7,500 bail on an indictment charging bribery in an attempt to secure the grand jury minutes in the indictment of O'Rourke.

The indictment charges that Johnson attempted to induce another detective, Harold C. Shepherd, to allow him to take the minutes overnight for transcribing. The promised cut for the two detectives was reputed to be $20,000. Shepherd reported the offer to his superior, Assistant District Attorney William Cahn.

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NEW YORK (N. Y.)
HERALD TRIBUNE

Circ.: m. 335,466
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Front Page | Editr Page | Other Page: 17

Date: NOV 6 1959

Called 'Inside Man' in Plot

Detective Held in Bribery To Get Teamster Jury Data

Special to the Herald Tribune

MINEOLA, L. I., Nov. 5.—A detective assigned to the Nassau District Attorney's staff was arrested last night as the "inside man" in a plot to steal the grand jury minutes that led to the indictment of John J. O'Rourke, second ranking Teamsters official, for jukebox racketeering.

The detective, Richard J. Johnson, thirty, of 816 Ardmore Place, Baldwin, L. I., was arraigned today in Nassau County Court on charges of bribery and conspiracy and was suspended without pay. A former truck driver, he joined the force in 1951 and was promoted to detective three years ago.

"Heard Rumors"

Manuel W. Levine, Nassau County District Attorney, said he was shocked to learn a member of his staff was implicated in the plot, but added: "We had heard rumors that O'Rourke's defense would go to any lengths to get the grand jury minutes."

O'Rourke, who is vice-president of the International Brotherhood of Teamsters, was arrested in May with twelve other Teamsters officials. His trial is to start next Monday but may be delayed by a defense motion to examine the grand jury minutes. The motion is still under consideration.

A more unorthodox method of getting a look at the minutes, which are locked in a vault in the County courthouse, was described today by Mr. Levine.

The $1,000 Offer

He said that on Oct. 19, Detective Harold C. Shepherd, who has access to the key of the room where the minutes are stored, was offered $1,000 by Johnson to get the key.

Detective Shepherd "immediately" notified William Cahn, Assistant District Attorney in charge of rackets, and was told to string along with Johnson.

The two met a number of times, and some of their conversations were recorded. On Oct. 30, Johnson was handed a key and told Detective Shepherd: "This is good—the boys have told me you'll get $20,000 instead of $1,000." After the words of praise came these words of warning, according to Mr. Levine: "Johnson, you if you cross me I'll kill you."

3 Others Accused

Three other men were indicted with Johnson for bribery. Two are Teamsters officials who allegedly prevailed on John to try and obtain the minutes. "We know who they are," Mr. Levine said, "but we can't find them."

The fourth man is Robin Harris, forty-seven, of 400 E. 52d St., a public relations man and a former reporter for "The Daily News" of New York. He was charged with trying to corrupt a reporter on the Long Island daily "Newsday."

According to Mr. Levine, Mr. Harris asked his newspaper contacts to find out that Bob Greene, a "Newsday" reporter, would cover the O'Rourke trial. He then allegedly offered Mr. Greene $5,000 to go easy on O'Rourke in his coverage. Mr. Greene told the story to the District Attorney's office and accepted $230 from Harris during meetings observed by the police. Mr. Harris was arrested and held in $5,000 bail.